Marquette University Faculty Council
Draft Minutes
September 28, 2015

Excused: R. Anzivino, C. Maronto, E. Ugland, D. Wheelock
Guests: L. Abig, D. Duwell, N. LaJoie (representatives from Staff Senate)

The meeting was called to order at 3pm in Olin 204.

J. Richie welcomed the Faculty Council (FC) representatives and guests from Staff Senate. He noted that FC needs to elect a chair (serving 2015-2016) and vice chair/chair elect (serving 2015-2017). He also noted that the meeting time (3pm, 4th Monday of the month) was difficult for some members.

J. Richie suggested FC wait to discuss elections & meeting time, and move right into discussion of the first charge given to FC by University Academic Senate (UAS).

UAS Charge to FC for 2015-2016:

Faculty Council
1. Review and consult with the university regarding its decision to pay the fine under the Affordable Care Act rather than provide health insurance coverage for part-time employees working 30 hours/week, and provide a recommendation to Senate. This might be best accomplished by having a UAS representative on the Health Care Task Force.
2. Review the findings of the survey on part-time faculty and solicit input on the following:
   a. Charge the Subcommittee on Part-time Faculty to review and develop recommendations for the most serious concerns
   b. Charge the SCPTF to provide a suggested model for a Part-time Faculty Forum (A discussion board? A quarterly group meeting? Perhaps an online forum or list serve, given the logistical difficulties for people who are only on campus for brief periods of time.)
3. Undertake an audit of issues/concerns of full-time non tenure-track faculty, and make recommendations for addressing the issues identified.
4. Organize and schedule a Faculty Forum in the spring of 2016 with President Lovell.

Discussion of UAS charge 1:
Dr. Richie sent FC an email on 9/28 with the Health Care Task Force (HCTF) “Employer Shared Responsibility Provisions” document, and some email communication from the Provost on the issue to provide some background for the first charge.

FC and the Staff Senate guests spent the remainder of the meeting time discussing the first charge. The conversation was wide ranging, but several themes emerged:
More information is needed about the decision before we can make an informed recommendation about the decision: What would the projected cost be to the University? Of the 150 eligible employees, what % are projected to actually need/want the insurance? If the University were to offer insurance at 80/20 coverage to the 30-37.5 hour employees, would it be “affordable”? How does Marquette compare with peer institutions in this decision (benchmarking)? What information did the HCTF gather/consult before reaching their decision (and could some of that be shared with FC)?

There should be representation from both UAS and Staff Senate on the Health Care Task Force.

This decision does not seem to be in line with Marquette’s Guiding Values.

Based on the results of the Climate Study, MU staff do not feel very valued. This decision does not help MU employees feel more valued.

The benefit focus group sessions proposed by the HCTF will be one good way to gather feedback and input from those affected by this decision. However, the group feels very strongly that there needs to be a way for all of the individuals affected by this decision to comment/provide feedback on the decision and how it impacts them, and there must be a mechanism to allow for individuals to reply anonymously.

There were various suggestions on how to accomplish that: survey, feedback forums hosted by FC/Staff Senate.

Outcomes:

M. Frenn drafted a motion to take forward to UAS that addressed some of the discussion points. M. Frenn wrote up the motion & sent it to FC members via email on 9/29 (see below). J. Richie & K. Gehring will take the draft to the UAS executive committee meeting for feedback.

Marquette University Faculty Council 9/28/2015 Draft Motion

Whereas, health insurance is associated with improved health outcomes and economic security

Faculty Council recommends that

1. In addition to the focus groups, an anonymous format be provided to reach those in the 30-37 hour/week employee group so that information is collected regarding their insurance status and ability to pay the insurance premium available to fulltime employees.
2. Representatives of the University Academic Senate, Faculty Council and Staff Senate be included on the Health Care Taskforce.
3. Information be collected regarding insurance coverage offered by other Jesuit universities and by local universities.
4. Once information is available decisions regarding health insurance offered to employees be consistent with the Marquette University Mission and Values.

K. Gehring will investigate if there is a FC sharepoint site. We can possibly use that to develop survey questions (if UAS thinks we should pursue that route)
K. Gehring will touch base with the Subcommittee on Part-Time Faculty about the university decision not to offer insurance coverage to 30-37.5 hour employees.

**Additional actions:** Invite someone from MU HR (Steve McCauley or Cas Castro), someone from the HCTF, and someone from administration to meet with FC/UAS & Staff Senate to provide background information, data and discuss how this aligns with MU’s Guiding Values.

The meeting concluded at 4:05 p.m. The next meeting is Monday, October 26 at **2:00 p.m.**

Respectfully submitted,
Lynn Whittenberger